



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Anti-Social Behaviour Policy
2. Summary of aims and objectives of the policy/funding activity/event	The policy sets a framework to enable the delivery of an effective anti-social behaviour service which fulfils our statutory obligations within the context of housing legislation.
3. Description of what is being impact assessed	If the policy provides a reasonable response to those that report Anti-Social Behaviour (ASB) to South Kesteven District Council and whether the policy takes account of all the potential factors that could be associated with reports of ASB. If any subsequent action taken by the Council in relation to the ASB is proportionate in regard to the individuals responsible for the ASB.
4. Who is affected by the policy/funding activity/event?	South Kesteven District Council tenants and leaseholders and the wider community.
5. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	Consultation will take place with the stakeholders affected (SKDC tenants and leaseholders). This will be for a two week period via the policy being placed on the SKDC website consultation page. Consultation with tenants who have special needs will be undertaken separately.
6. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The current ASB case management E-CINS as well as a new housing IT system due to go live in November 2023 will allow for the monitoring and evaluation of the impact of the policy.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i>
Age	Positive	The evidence suggests that a proportion of ASB is perpetrated by young people and therefore this policy will ensure that due regard is given to young people to avoid criminalising them whilst utilising legislation to effectively deal with young perpetrators and victims of ASB.	N/A
Disability	Neutral	The evidence suggests that a large proportion of ASB is perpetrated by those with mental health issues. Different approaches and mechanisms may be required for engaging with and representing people with a range of	n/a



		disabilities depending on their individual needs.	
Gender Reassignment	Neutral	There are no direct impacts from the policy in respect of gender reassignment. Any person affected by ASB or is found to be a perpetrator of ASB will be dealt with following the policy and taking account of the circumstances surrounding the ASB.	n/a
Marriage and Civil Partnership	Neutral	No issues identified	n/a
Pregnancy and Maternity	Neutral	There are no direct impacts from the policy in respect of pregnancy and maternity.	n/a
Race	Neutral	There are no direct impacts from the policy in respect of race however there is some evidence to suggest that victims of ASB and hate crimes may be targeted due to race and this should be recognised when dealing with cases.	n/a
Religion or Belief	Neutral	There are no direct impacts from the policy in respect of religion or belief. However there is scope for religion or belief to be a factor in alleged ASB cases and this should be recognised when dealing with cases.	n/a
Sex	Neutral	No issues identified	N/A
Sexual Orientation	Neutral	No issues identified	N/A
Other Factors requiring consideration			
Rurality	Neutral	South Kesteven is a rural district and it is important that the service is able to engage with and represent individuals who live in rural areas and / or have limited access to public transport.	

Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.		
Group/Organisation	Date	Response
SKDC tenants and leaseholders		<p>Consultation will take place with the stakeholders affected (SKDC tenants and leaseholders). This will be for a two week period via the policy being placed on the SKDC website consultation page.</p> <p>Consultation with tenants who have special needs will be undertaken separately.</p>



		Any responses including any equality, diversity and inclusion issues highlighted from this consultation will be considered and changes will be made to the policy if deemed necessary.

Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.				
Negative Impact	Action	Timeline	Outcome	Status

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.		
Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed		
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		



Did you consult with an Equality Ally prior to carrying out this assessment? Yes

Sign off

Name and job title of person completing this EIA	Andre Ford-Hamilton – Tenancy Services Manager
Officer Responsible for implementing the policy/function etc	Jodie Archer – Head of Housing
Line Manager	Craig Spence – Acting Director of Housing
Date Completed	04 th October 2023
Date of Review (if required)	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.